

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CHARTER TOWNSHIP OF WATERFORD
AND
WATERFORD PROFESSIONAL FIRE FIGHTERS ASSOCIATION
LOCAL 1335**

WHEREAS:

1. The Charter Township of Waterford (Waterford) funds and operates the Waterford Regional Fire Department (Fire Department); and
2. The Fire Department employs fire fighters who are members of Fire Union Local 1335 (Union); and
3. The Fire Department is involved in hiring and employing union members through a Federal SAFER Grant; and
4. The SAFER Grant requires that a minimum number of Firefighters remain employed; and
5. That specific number has become difficult to achieve and maintain because:
 - a. The SAFER Grant has a finite expiration period; and
 - b. Firefighters employed under this grant seek more permanent employment with other municipalities; and
 - c. Waterford requires paramedic certification as a condition prior to employment.

THEREFORE:

During the pendency of the SAFER Grant period both parties agree that the provision of the Local Rules of the Waterford Township Police & Fire Civil Service Commission - Page 12 - **Eligibility to apply for testing for Firefighter**, which requires:

- Documented proof of successful completion of State of Michigan Firefighter I and II training; and
- Certified Paramedic
- CPAT
- Completion of an application for employment within six (6) months preceding the application cutoff date.

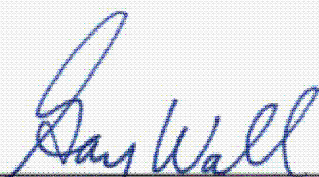
Will be modified in this manner:

- Documented proof of successful completion of State of Michigan Firefighter I and II training and State of Michigan recognized Licensed Basic EMT; *and*
- State of Michigan recognized Certified Paramedic License in Hand within Three (3) years of the date of hire, Employee is responsible to pay for the class, the employer will grant time off during scheduled work hours to attend, Employee will not receive compensation for attending school while off duty. If upon failure to attain Certified Paramedic License within 3 years, employee will be terminated.
- Employee will provide monthly signed attendance and progress report from school.
- CPAT
- Completion of an application for employment within six (6) months preceding the application cutoff date

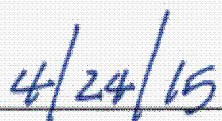
Those persons hired under these provisions who have not successfully met the paramedic provision, as provided, will be terminated from employment either at the person's third year anniversary from the time of employment, or where it can be shown that the person cannot meet this requirement, whichever period is sooner.

Be it known that even though this provision is entered into under lawful rights conferred to the parties under the Public Employment relations Act (PERA) it is also entered into with due and proper notice given to the Civil Service Commission.


This agreement will expire at the conclusion of the last SAFER Grant, or with the express desire of the Charter Township of Waterford.



Gary Wall - Supervisor




Date



Ronald R. Spears - Fire Chief




Date



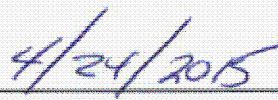
Damon Harney - President - Local 1335



Date



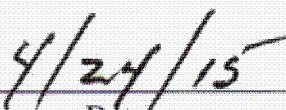
Tobin Thorell - Vice President - Local 1335



Date



Lou Feurino - Human Resource Director



Date